



**HONOLULU-PACIFIC  
FEDERAL EXECUTIVE BOARD**

# **2022 ANNUAL REPORT**





## Background of Federal Executive Boards

Federal Executive Boards (FEBs) are catalysts for communication, coordination and collaboration among Federal agencies across the country. FEBs comprise a vibrant network to advance Federal initiatives and programs outside Washington, D.C. Our outreach extends to state and local levels of government to increase opportunities for cooperation beyond the Federal community. There are only 28 FEBs—we identify strategic partners within our metropolitan area, bring them together, and facilitate collaboration to achieve common goals.



By Presidential Directive in 1961, President John F. Kennedy established FEBs to improve interagency coordination and communication among Federal departments and activities outside of Washington, D.C. Prior to its establishment in 1966, the Honolulu-Pacific Federal Executive Board operated as a Federal Executive Association since 1956. The Director of the U.S. Office of Personnel Management is responsible to the President for the organizational and programmatic activities of the FEBs.

Today, the Boards are more relevant than at any other time in history. In continuing times of personnel reductions, budget cutbacks and reorganizations, interagency collaboration is critical to achieving results. As the local Federal ambassador, the FEB identifies opportunities for partnerships with intergovernmental and community organizations. Interagency collaboration is no longer just a wise choice; it is the platform for meeting agency mission goals.

The FEBs are models for partnership-based government. The Boards serve a vital role in intergovernmental coordination identifying common ground and building cooperative relationships. FEBs also have a long history of establishing and maintaining valuable communication links to prepare for and respond to local and national emergencies. While promoting issues related to Administration initiatives, they provide targeted training programs, employee development, shared resources, and local community outreach and participation. The Board's role as a conduit of information and a meeting point for a variety of agencies—each with a different mission—is critical to a more effective government. FEBs promote awareness of the Federal Government's involvement in, and contribution to, communities across the country.

## Executive Summary

The global COVID-19 pandemic continued to impact the Honolulu-Pacific Federal Executive Board (HPFEB) activities during FY22 but we pursued our key programs of Employee Safety, Health & Wellness and reemphasized important workforce development initiatives, including the Pacific Leadership Academy and the Annual Awards Program. The HPFEB also worked to reestablish strong strategic partnerships, focusing efforts on employee recruitment, retention and the federal locality pay/COLA transition that continue to impact agency operations. The HPFEB's website and digital communications strategy greatly improved efficiency in supporting OPM FEB Strategic and Operational Plan goals. Overall, between managing executive leadership changes, engaging with the FEB Forward transition and emerging out of the pandemic, HPFEB delivered in all major FEB lines of business in FY 2022. The HPFEB provides a valuable return on investment with estimated cost avoidance to the Federal Government through leveraged collaboration totaling at least \$743,515 (a total that does not include the lost time avoided and funding saved for agencies averting travel to the mainland).

CONNECT WITH HPFEB ON SOCIAL MEDIA:





# RESILIENT LEADERSHIP THROUGH CHANGE



*Acting FY22 HPFEB Chair  
Howard Vickers  
Chief, Human Resources  
U.S. Army Installation  
Management Command, Pacific*

FY22 was a year of transition for the Honolulu-Pacific Federal Executive Board. The HPFEB supported agencies as they returned to the workplace as the nation continued to come to terms with the continuing impacts of COVID-19. The HPFEB itself experienced change, with former Executive Director Chris Conklin retiring in March after 10 years of service to the HPFEB, and Colby Stanton joining in that role after previously serving as the HPFEB Chair and Vice Chair as a local leader. The HPFEB also supported the National FEB Network in its “FEB Forward” transition (see below for more on that). I also transitioned to act as the Chair of the HPFEB after our former Chair, Travis Thomason, Director, Pacific Islands Area Natural Resources Conservation Service, departed the Honolulu-Pacific area for a new position in Vermont.

In the context of all this change, I’m proud of what we were able to accomplish in support of federal leaders and workforce in the Honolulu-Pacific. Because of the leadership, teamwork, innovation, and dedication of the federal family, together, we overcame many challenges and provided critical leadership and important services to those we serve.

I look forward to continuing to support the federal family in FY23/24 as a member of the HPFEB.

**FEB  
FORWARD**  
OPM OMB GSA



## FEB Forward: National Reorganization

With FEBs celebrating their sixtieth anniversary in 2021, the Administration introduced a Federal Executive Board reform initiative to refresh the FEB funding and shared governance model as part of the President’s Fiscal Year (FY) 2023 budget request. Consequently, Calendar Year 2022 priorities included establishing the foundation for strengthening the FEBs’ role in supporting the Federal workforce. The resulting “FEB Forward” initiative includes the development of an FEB Program Management Office (PMO) and a shared governance model among OPM, OMB, and GSA. It is expected that FY 2023 will serve as a transitional year, with additional governance and policy guidance developing into FY 2024.

As part of the transition, the HPFEB staff participated in monthly strategy meetings throughout the year and contributed to the development of a new Federal Executive Board Network Strategic Plan for FY2023-2024.

# OUTREACH INITIATIVES

In addition to maintaining a directory of HPFEB members and distributing monthly announcements to inform agency leaders regarding upcoming training opportunities and other important developments, the HPFEB engaged in several outreach initiatives.



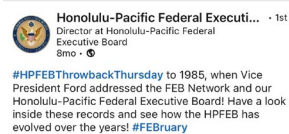
Responding to Administration initiatives and Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, the HPFEB restored and enhanced its partnership with the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI). Collectively, the partnership researched and developed an action plan to increase recruitment and retention of underrepresented AANHPI populations in federal service. The team developed marketing and promotional programs along with a strategic plan for greater community engagement.

Initial programs in May & June included a web-based panel discussion by AANHPI federal employees, sharing their stories of public service in a wide variety of career paths. The session was followed by a training on USAJOBS tips and advice. The second session focused exclusively on USAJOBS and federal resume writing, with almost 200 total attendees.

The HPFEB also invited Executive Director Krystal Ka'ai, the first Native Hawaiian to ever lead WHIAANHPI, to speak to the HPFEB members at its June meeting, allowing leaders from 37 local agencies to hear directly about their goals and efforts.



The HPFEB also sponsored FEW Western Region's annual conference, "Resilience in Your Professional and Personal Life." The HPFEB presented at the conference and help organize and promote the exceptional two-day development training opportunity for our local professionals. A hybrid event that unfortunately occurred during peak COVID levels in Hawaii, it was a valuable networking and development experience for all involved.



The HPFEB piloted a social media campaign called FEBruary. Throughout the month of February, the HPFEB used its Facebook, LinkedIn, Instagram, and Twitter accounts to connect with and reach the federal community in new and more dynamic ways. Over the course of FEBruary, HPFEB social media accounts totaled 11,152 interactions with almost daily posts in themes of *Meet a Fed Monday*, *Training Tuesday*, *HPFEB Working Wednesday*, *Throwback Thursday*, *FEB Friday*, and *Holidays*. Compared to LinkedIn content posted in January, the HPFEB account saw a 256.24% increase in total interactions and a 96.537% increase in average interactions per post. Overwhelmingly, *Meet a Fed Mondays* showed the greatest average interactions, signifying the added value of personalized content. While staffing limitations often restrict the ability of the HPFEB to take full advantage of social media, the pilot demonstrated that the audience is there for the HPFEB's support, and gave rise to direct interactions with HPFEB staff members.

# WORKFORCE DEVELOPMENT AND SUPPORT

In addition to its Outreach Initiatives, the HPFEB supported the Federal workforce with health and wellness programs, leadership programs, an employee recognition awards ceremony, and other events.

## HEALTH AND WELLNESS PROGRAMS

The HPFEB hosted representatives from GEHA, HMSA (implementers for Blue Cross Blue Shield in Hawaii), and Kaiser- Permanente in a wellness event at the PJKK Federal Building cafeteria over 2 days in July. Over 100 employees took advantage of the opportunity to engage.

For the first time, the HPFEB also shared information with employees about GEHA's "Coast to Coast" wellness initiative, which was open to all federal employees. The campaign engaged 69 HPFEB-related individuals across approx. 11 agencies in improving their health. Approximately 78 percent of those employees continued to engage throughout the event.



## RETIREMENT TRAINING

The HPFEB continued to receive numerous requests for training on Federal retirement benefits. The HPFEB coordinated with vendors who do not sell other financial services to offer opportunities to participate in virtual for-cost training opportunities.

## COLA TRANSITION

Local agency leaders continue to be concerned about the impact of the implementation of the Non-foreign Area Retirement Equity Assurance Act, which transitions the non-foreign area cost-of-living allowance (COLA) to locality pay. While the transition has increased Hawaii employees' retirement-eligible pay, many leaders feel the offset of locality gains with COLA decreases has contributed to hiring challenges in the Hawaii-Pacific region. The HPFEB has worked with OPM and local agencies to ensure effective communication about the transition and hiring flexibilities.



# 2022 PACIFIC LEADERSHIP ACADEMY



Central to the HPFEB's workforce development initiatives, we were pleased to offer the Pacific Leadership Academy in-person for 80 fellows from 20+ federal agencies across the Pacific. This highly sought-after program provides senior and emerging leaders with leadership and managerial competencies based on research done by the U.S. Office of Personnel Management and helps agencies invigorate their succession plans. Offering this program locally saves agencies approximately \$700,000 on more costly programs thousands of miles away with significant TDY expenses. Due to DoD gathering restrictions, we had separate but concurrent graduations for each class.

## Hoomaikai!

Congratulations to the 37 Emerging Leaders and 37 Senior Leaders on your successful graduation from this program, your passion for civic service, and the strides you will continue to make in your career.

Many thanks to our keynote speakers:

Emerging Leaders: Outgoing Acting HPFEB Chair Howard Vickers

Senior Leaders: Incoming HPFEB Chair Ray Tanabe



In August & September 2022, the HPFEB accepted applications for the PLA 2023 class. We welcome 80 new fellows and are excited to see their growth & development throughout the year!

# 2022 EXCELLENCE IN FEDERAL GOVERNMENT AWARDS CEREMONY

The HPFEB sponsored the 66th Annual Excellence in Federal Government Awards Program that was celebrated at Hickam Officers' Club Grand Lanai. Over 300 Federal Leaders and Public Servants celebrated the incredible achievements of their colleagues. Everyone appreciated the opportunity to gather together and reconnect for the first large HPFEB event since 2019. In total, the HPFEB recognized 121 awardees in 7 different categories across 30 agencies. Congratulations to the award recipients and many thanks to all of our volunteers and speakers, including Master of Ceremony Brigitte Namata, KHON news anchor.





# EMERGENCY PREPAREDNESS & EMPLOYEE SAFETY



The HPFEB worked in 2022 to build partnerships and share information about potential threats. In June, the HPFEB Executive Director supported the City and County of Honolulu by facilitating a Cabinet-level Senior Leaders Workshop on emergency management and EOC approach as part of the City's annual “Makani Pahili” hurricane exercise series.

The HPFEB also partnered with the National Weather Service and the Hawaii Emergency Management Agency to brief HPFEB members on the 2022 Central Pacific hurricane forecast and to discuss steps agencies and individuals should take to prepare. The HPFEB encourages federal employees to protect themselves against the potentially devastating impact of a hurricane and distributed



copies of the University of Hawai'i Sea Grant College Program's Homeowner's Handbook to Prepare for Natural Hazards, which can be found at <https://seagrant.soest.hawaii.edu/homeowners-handbook-to-prepare-for-natural-hazards/>

The HPFEB continued to serve as a conduit of emergency notification information for its members. On June 21, 2022, the HPFEB held an HPFEB-wide emergency notification test, with approximately 182 recipients confirming receipt. The HPFEB also notified PJKK Federal Building tenants of potential issues.



# STRATEGIC PARTNERSHIPS

The HPFEB engaged the Federal family in supporting the community through Feds Feed Families and other efforts, but the Combined Federal Campaign remained the central focus of giving.



## Combined Federal Campaign

The Combined Federal Campaign Hawaii-Pacific (CFCHIP) is a unique campaign zone that encompasses the State of Hawaii, Guam, Northern Mariana Islands, and American Samoa. The zone is comprised of approximately 94,000 personnel (federal civilians, DoD civilians, and uniformed service members on permanent, deployed, and temporary duty) from 145 agencies, the largest of which is DoD (representing 89 percent of the potential donor base) including multiple military installations supporting every branch of service. The Hawaii Air National Guard chaired the 2021 Combined Federal Campaign, with the HPFEB serving as the Local Federal Coordinating Committee. During this successful year, the Federal community's generosity and commitment to making a positive difference in the world remained strong in the CFCHIP, raising over \$1.35 million during a year that came with multiple challenges for this community. The overall average gift increased 15 percent, volunteer hours pledged increased by 8 percent, mobile app giving increased by \$8,465, and giving by retirees more than doubled from 2020 to 2021.

### Top 10 Charitable Organizations Receiving Contributions

**TOTAL DOLLARS & MONETIZED  
VOLUNTEER HOURS:**

**\$1,357,838.00**

**TOTAL DOLLARS PLEDGED: \$1,320,727.26**

**TOTAL VOLUNTEER HOURS PLEDGED: 2,255**

Charity	Total Pledged
Hawaii Foodbank	\$94,905.24
Hawaiian Humane Society	\$41,878.81
St. Jude Children's Research Hospital Inc.	\$40,338.60
American National Red Cross	\$33,944.96
Make A Wish Hawaii Inc.	\$32,237.26
Oahu Society For The Prevention of Cruelty Of Animals	\$30,496.10
Hawaii Children's Cancer Foundation	\$29,068.62
Hawaii Meals on Wheels Inc.	\$28,811.40
Catholic Charities Hawaii	\$27,712.13
Aloha United Way Inc.	\$25,234.55

## Chair

**Travis L. Thomason**  
*Director, Pacific Islands Area  
 Natural Resources Conservation  
 Service  
 U.S. Department of Agriculture*

## Vice-Chair/Acting Chair

**Howard Vickers**  
*Chief, Human Resources  
 US Army Installation Management Command,  
 Pacific  
 Department of Defense*

## STANDING MEMBERS

**Captain Richard Jones, USN**  
*Commander, Pearl Harbor Naval Shipyard and  
 Intermediate Maintenance Facility  
 Department of Defense*

**Rear Admiral Michael Sibley/  
 Rear Admiral Michael Day, USCG**  
*Commander, 14th Coast Guard District  
 Department of Homeland Security*

**Stacey Franklin (Ex-Officio Chair)**  
*Director  
 Office of Customer & Stakeholder Engagement (R9)  
 General Services Administration*

**Ms. Johanna Johnson**  
*Acting Director of Readiness, Pacific Area Office  
 Federal Emergency Management Agency  
 Department of Homeland Security*

**Mr. Ray Tanabe**  
*Director, NOAA National Weather  
 Service Pacific Region  
 Department of Commerce*

**Mr. Michael Tosatto (Ex-Officio Chair)**  
*Regional Administrator, NOAA/NMFS,  
 Pacific Islands Regional Office  
 Department of Commerce*

## MEMBERS

**Captain Jason Adams, USN/  
 Captain Patrick Blake, USN**  
*Commander  
 Defense Logistics Agency Indo-Pacific*

**BG (R) James T. Hirai**  
*Deputy Director  
 Daniel K. Inouye Asia-Pacific Center for Security  
 Studies, Department of Defense*

**Mr. Trevor Fenwick/Mr. Brian Lewin**  
*Special Agent in Charge  
 U.S. Secret Service  
 Department of Homeland Security*

**Mr. Ryan Okahara**  
*Director, Honolulu Field Office  
 Department of Housing and Urban Development*

**Mr. Christopher Robinson**  
*Honolulu Field Office Director  
 U.S. Citizenship and Immigration Services  
 Department of Homeland Security*

**Colonel Matthew Simmons, USMC/  
 Colonel Jared Voneida, USMC**  
*Commander, Defense Information Systems Agency  
 Pacific, Regional Field Command  
 Department of Defense*

**Mr. Ralph Rizzo/Ms. Richelle Takara**  
*Division Administrator  
 Federal Highway Administration, Hawaii Division  
 Department of Transportation*

**Mr. Gordon Wong**  
*Manager, Honolulu Airports District,  
 Federal Aviation Administration  
 Department of Transportation*

